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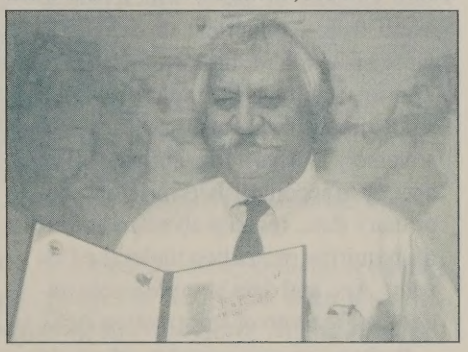
The Bureau of Land Management Service Center Newsletter December 1991

CENTER SCENE

AL AMEN — ONE OF A KIND

The first-ever Soil Resource Stewardship Award was recently presented to Alan Amen, a soil scientist with the Division of Resource Services. Mike Penfold, Assistant Director for Lands and Renewable Resources, presented the award to Al for his outstanding work, coupled with his constant search for scientific innovation in the Bureau's soil resource program. The award recognizes Al's professionalism, expertise, and productivity—qualities that have made him a cornerstone in the field of soil science.

Al has been a soil scientist for the past 36 years. He began his career with the Soil Conservation Service (SCS) in 1955 and came to work for BLM in 1979. During his career, Al has attended three international soil science tours, working with world-renowned soil scientists and geomorphologists. He has authored the Logan County Colorado Soil Survey Manuscript and participated in the writing and design of the classification and soil taxonomy and soil interpretations being used by the National Cooperative Soil Survey. In addition, Al has trained 23 soil scientists, some of whom



Al Amen displays his Soil Resource Stewardship Award.

are now in State and National positions in the field of soil science.

Al's work benefits not only BLM and the Federal Government, but local youth groups and educational programs as well. Al has helped such groups as 4-H and the Boy Scouts and Girl Scouts of America set up and implement conservation practices. He has also helped set up the Land Judging Program that is currently being used by the Future Farmers of America chapters in high schools and vocational education schools throughout Colorado. For his work on this project he received the Colorado Honorary Chapter Farmer Award.

Al's dedication to his field has been commended by many. He has received Departmental awards from both the Department of Agriculture (for work with SCS) and Department of the Interior (for work with the Division of EIS Staff under Chuck Tulloss' leadership). According to Al, "Bridging research and knowledge with reality, and getting on-the-ground application with our efforts is the key to a successful soil resource program." Al continues to play a leading role in furthering the Bureau's soil program. Congratulations, Al!

ACCESS RAMP DEDICATION

Tina Logsdon, SC-343 (in costume, at left), and Rick Graham, SC-342A, prepare to cut the ribbon.

The official opening and ribbon cutting for the new access ramp at Entrance S1 of Building 50 was held on October 31, 1991. The ceremony was arranged by Sandy Dilbeck (SC-343B), Special Emphasis Program Manager for people with handicaps, as part of a campaign to improve accesses at the Service Center.

Many employees, including ghosts and ghouls in their Halloween costumes, braved the snow and cold to attend. Service Center Director Marv LeNoue addressed the crowd, thanking the engineers for all of their work, and offering his support for continuing to address other problems as the budget allows. Ted Laird (SC-675) then spoke on accessibility and awareness in the workplace. He reminded everyone not to park in the handicapped parking, even "for only a minute," and to watch the aisles at work, keeping them clear and passable.

Following the speeches, the ribbon was cut and the ramp officially opened.

The Special Emphasis Program will be working on other projects to improve the workplace for people with handicaps. If you have questions or need more information, please contact Sandy Dilbeck at 236-6546 or FTS 776-6546.

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COMPUTER SECURITY

by Chuck Wood

Chuck Wood stresses the importance of protecting sensitive data.

When recently asked to do an article on computer security, I seriously considered what type article would be the most effective. I threw out the idea of doing a personal article—I've been here too long to be interesting and I'm generally very predictable. The idea of doing a technical article was soon discarded as I knew, like an economics textbook, it would quickly put you to sleep. Rather I will try to be informative and explain the need for computer security (also called ADP Security, AIS Security, etc.).

Many employees do not understand the need for security since we do not process nor have possession of National security data at the SC. Well, the fact of the matter is that even though we don't have that type of information on our systems, we do have data that certain laws require us to protect, in both the automated and manual record formats.

It is often difficult for most of us to determine whether the information we are working with is sensitive — if whoever created the data failed to make that determination, or if we created it but didn't know the criteria for designating the information as sensitive. Because this has been a common problem, a few years ago, the Bureau requested that the Department of the Interior provide a definition of "sensitive," which follows:

> "Information or data that require protection due to the risk and magnitude of loss or harm which would result from inadvertent or deliberate disclosure, alteration, or destruction. The term includes information or data whose improper use or disclosure could adversely affect the ability of an agency to accomplish its mission, proprietary data, records about individuals requiring protection under the Privacy Act, and data not releasable under the Freedom of Information Act."

Perhaps some examples of sensitive data can clarify this definition:

Mission related — specific financial data, or certain planning data, particularly from the developmental stages of plans. In BLM's case, information on endangered species habitat and paleontological resources, which is required to gain full value of resources or to protect them from exploitation, would be sensitive.

Proprietary — information pertaining to a bid submitted by a Contractor, which is submitted to the Government in expectation of confidentiality in order to prevent substantial competitive harm.

Privacy Act — Social Security Numbers, home phone numbers, and home addresses.

Not releasable by statute—Native American minerals data.

The requirement to protect this information is outlined in such current documents as the Office of Management and Budget Circular Number A-130, The Computer Security Act (Public Law 100-235), Department of Interior Manual 375DM19, and other laws and directives governing the specific information.

Procedures and guidelines for providing the necessary level of protection and assigning the responsibilities have been spelled out in various publications issued by the NIST (National Institute for Standards and Technology — formerly the National Bureau of Standards), Office of Personnel Management, Department of Interior, Bureau of Land Management, and the Service Center, among others.

Regardless of all these requirements and directives, the person that all levels of management have to depend on and trust is YOU. As the Departmental Manual puts it, "All personnel associated with, or responsible for, the collection, creation, storage, use, transmission, handling, and dissemination of information or data share responsibility in its protection." And I've always interpreted "all personnel" to mean *ev-ree-bod-ee* — how about you?

Only through your help can we make sure o*ur* data is properly protected.

The Phone Rings, and It's Another Great Idea!!

by John Matis

Education is a shared experience, and in our democracy, it clearly is everyone's business. Successful educational programs in today's environment require the cooperation of all segments of a community—particularly for those programs impacting science, mathematics, and technology. No single organization can do everything or accommodate all of the needs of the educational system. However, by sharing resources, and working with others, we can make a difference. You might say that's the thrust of my activity: I help bring about partnerships in education. For 2-1/2 years I was loaned by BLM to the Colorado Alliance for Science. In May of this year, I moved into the position of Education Program Officer. This is basically a shared position, whereby I serve as a Departmental liaison in education, but am still employed by BLM. My office is based at the Colorado School of Mines.

One of my primary jobs is to serve as a "clearinghouse" to track educational outreach activities and programs being conducted by the bureaus, individual offices, and even individual employees. I also try to encourage existing efforts by visiting or otherwise providing support to DOI offices and employees—and their supervisors—who are active in educational outreach. Education is at the heart of the Secretary's theme of stewardship and is a vital component in achieving the Department's mission and objectives. I also have the responsibility of serving as a primary DOI point of contact with the EPA in terms of implementing the National Environmental Education Act, which became effective in October 1991. And finally, I consult with other agencies, and work with numerous community groups, colleges and universi-

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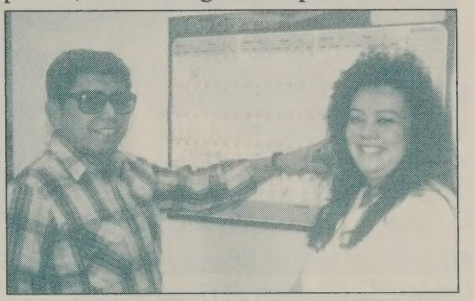
EQUAL EMPLOYMENT OPPORTUNITY

by Marciano Briones

Under the Civil Rights Act of 1964, Title VII, and the Equal Employment Opportunity Act of 1972, "It is the policy of the Government of the United States to provide equal employment opportunity in Federal employment for all qualified persons, to prohibit discrimination in employment because of race, creed, color, national origin, age, or handicap and to promote the full realization of equal employment opportunity through a positive, continuing program in each executive department and agency. The policy of equal opportunity applies to every aspect of Federal employment policy and practice."

There are many laws, regulations, and procedures that relate to Equal Employment Opportunity (EEO). Executive orders, court decisions, and new legislation can impact or create changes to EEO programs. There are, however, some basic components of the program that remain conceptually and philosophically the same. These include the Affirmative Action Program, the Special Emphasis Programs, and the Complaints of Discrimination Program.

The Affirmative Employment Program (AEP) and Affirmative Action Plan address specific problems, barriers, and discriminatory practices that inhibit progress, promotion, and opportunity for certain protected groups, including females, Blacks, Hispanics, Asian Americans/Pacific Islanders, and American Indians/Alaskan Natives. The Affirmative Action planning process involves compiling a workforce profile, determining underrepresentation of



Marciano Briones (left) and Maria Martinez plan the next EEO program.

the protected groups by comparing agency percentages to the civilian labor force, developing an Affirmative Action Plan, and monitoring and evaluating the plan.

The Special Emphasis Programs generally address issues related to a protected group that require special attention. In late fiscal year 1991, collateral duty Special Emphasis Program Managers were selected for the Federal Women's Program, Hispanic Employment Program, Black Employment Program, and the Handicap Program. These Program Managers will be working with EEO to assist in addressing Special Emphasis Program needs.

The Complaints of Discrimination Program basically addresses practices and/or acts of discrimination. One definition of discrimination is: "The act of according differential treatment." Under Title VII, this differential treatment must be based on race, color, religion, sex, national origin, age, or handicap (mental or physical). The discrimination complaint procedures follow certain phases, such as precomplaint counseling, filing a formal complaint, and completing other administrative procedures. The complaint process provides an avenue for protected groups to address issues and allegations of discrimination, and diffuse and correct discrepancies and/or violations.

During FY 1992, I hope to see many accomplishments in the EEO Program at the Service Center. Through positive and constructive use of the action items in the AEP and recruitment plans, and through use of special staffing strategies such as upward mobility and cooperative education, the SC can make strides in eliminating most areas of underrepresentation. Viable positive and productive programs and program managers that assist EEO, Personnel, and supervisors and managers in developing sound and productive programs will enhance the Special Emphasis Programs. And in the Complaints Program, resolution of all or most complaints at the precomplaint counseling or informal complaint phases of the process will be emphasized and discrepancies or discriminatory practices eliminated.

The Phone Rings ... continued from page 2

ties, foundations, etc., on programs involving partnerships in education.

The President of the United States and the Governors of the 50 states have identified six national goals for education that address graduation rates, student attitudes, competencies, the school environment, adult literacy, and achievement. Goal Number 4, which states, "By the year 2000, U.S. students will be first in the world in science and mathematics achievement," is closely linked to the work of BLM and the Department. As Federal employees, citizens, and parents, we need to ask ourselves, "How can we achieve this goal?" A frequent concern voiced by members of the community and educators is that students, teachers, and school administrators must become more connected with what is happening in the fields of science, mathematics, and technology, and with the business and economic world in which they're located. Those of us in BLM are part of that world, and as professionals we are very much aware how rapidly everything is changing.

In many communities in the Western United States, Federal employees form a substantial percentage of the scientific and technical professional cadre. BLM and other Bureau offices are located throughout the West. So if we are going to connect schools with local, community based scientific and technical resources, then we have a vital part to play in this important effort. We can help by sharing our human and technical resources with the schools. This includes providing opportunities for students and teachers, leadership and management training for educators, field trips, assistance with curriculum development, visiting scientists, mentoring for students with special needs, and on and on.

So, what specifically do I do? I see myself as a catalyst, helping others accomplish what they want to do. My experience with natural resource management, the sciences, educational systems, government and industry has been very helpful. It seems like hardly a day goes by that I don't receive a phone call with another great idea on the other end. So, when someone comes to me or calls, often I can provide suggestions on ways to get started, a basic structure for the project, potential resources, or I can introduce them to someone else with similar ideas. It's a situation where everyone "wins" and the work is always positive.

International Activities: New Priorities for New Times

In February 1991, the Bureau Management Team (BMT) reviewed a proposal to develop a formal international activities program within BLM to respond to an increasing number of requests to share technical expertise. The BMT was surprised to learn that the Bureau averages one delegation visit per week, both in Washington and in the field, from foreign nations. Response to the proposal was generally favorable and BLM's Deputy Director, Dean Stepanek, gave approval to continue the baseline program development work. This is what Brian Bernard and Patrick Jackson, here at the Service Center, and Kit Muller, in Washington, are doing.

The proposal established three priorities for BLM's international program. The first priority is to coordinate transboundary resource management activities with Mexico, Canada, and the Soviet Union. Examples of areas for cooperative activity include: firefighting and fire prevention, cooperative riparian management (such as the San Pedro River on the Arizona/Mexico border), and recreation and ecotourism activity.

BLM has much to offer in terms of both skills and experience in natural resources management, and in return, foreign nations can provide experience and skills that will improve BLM's management practices. Therefore, the second priority is bilateral and multi-lateral scientific and technical exchanges, of both information and personnel, under formal long-term agreements. For example, several BLM states are already participating in the U.S./U.S.S.R. Global Change Monitoring Project led by BLM's Wyoming State Office and Colorado State University.

The final priority is to provide training and technical assistance to foreign countries in the same areas mentioned above. This type of work enhances BLM's overall reputation and can often lead to requests for long-term and more mutually beneficial arrangements. Examples include BLM's present participation with other DOI agencies in assisting the Hungarian government in establishing a minerals management agency; a recent proposal to provide firefighting technical assistance and training to Honduras, and our records preservation assistance to Mexico.

This order of priorities represents a distinct shift from those embodied in BLM's international activities for the past 40 years, which are said to reflect the history of U.S.

Patrick Jackson (left) and Brian Bernard contemplate BLM's international activities.

foreign policy. For example, following WWII, all Government departments were mobilized behind the Department of Defense, the State Department, and the Central Intelligence Agency. Efforts were concentrated on winning friends through demonstratations of technological wizardry and forming alliances with militaries across the globe. In the 1950's, the Department of the Interior (DOI) and BLM each formed offices to work with the State Department, sending our technical experts overseas and placing foreign trainees in DOI, and increasing cooperation on developmental projects in Paraguay, Jordon, Israel, Egypt, and Iraq.

Since the 1960's, BLM's Office of International Cooperation has been dismantled. National, and Departmental, support for post-WWII policy objectives have waned. However, even though there is a lack of support for national defense issues, there is new support and enthusiasm for cooperating with foreign governments on global natural resource management and ecological issues. BLM's international activities program now reflects these new priorities.

In 1992, the program development work at the SC will focus on several specific activities:

1. Assist BLM program offices in developing long-term agreements with other agencies and nations in the area of natural resource management to allow BLM personnel to participate in international conferences, and to establish durable links with agencies doing similar work in other countries.

2. Develop and manage a BLM skills data base and information clearinghouse on international activities in specific areas in natural resource management to allow BLM to respond quickly to foreign and domestic requests for information or contacts.

3. Work with teams of field personnel to develop a set of generic information and consulting tools for key areas of BLM expertise (identified in an earlier workshop) to allow BLM to transmit information and do consulting more efficiently.

SERVICE CENTER TO INTERP-IT

Interpretation — what does that mean to visitors on public lands? Interpretation is the creative spice that enhances the visitor experience. It includes the brochures, exhibits, signs, and personal contacts that together set the tone, spark the interest, highlight the unique, explain the unusual, or add a new twist to the commonplace.

Providing interpretative services on a major scale is a relatively new venture for many BLM offices. Consequently, the SC is broadening its services to assist with the growing demands created by Recreation 2000 and other visitor-oriented national initiatives.

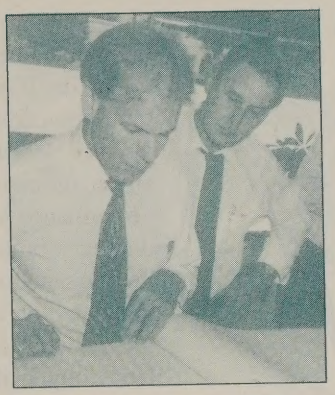
The Technology Transfer (TT) Staff will expand its capabilities by adding at least one new interpretive specialist to the staff this year. The specialist will be media-oriented and will assist other offices with planning, writing, designing, and/or contracting for interpretive products.

The SC engineering branches are also planning to add at least one interpretive position this year to address conceptual site planning. This interpretive planner will work with site managers and engineers to explore creative options for achieving the visitor-use objectives for developments like visitor centers, Back Country Byways, and campgrounds.

The interpretive expertise can't come on board any too soon! The SC is anxious to help the field offices in providing improved, challenging, and unique experiences for visitors on BLM-administered lands.

What is the Prototype?

Some of you may have heard something about the ALMRS Core Prototype effort. But, what is it really? It is BLM's first effort to integrate data from Mining Claims, Case Recordation, Status, Legal Land Description and Geographic Coordinate data bases.



Jack Arthur (left), from OMB, and SC Director Marv LeNoue examine a Master Title Plat during a review of the ALMRS

As part of its quest to implement the ALMRS/Modernization Project, BLM's Prototype is quickly developing a system that represents the minimum requirements of ALMRS. This Initial Operating Capability (IOC) will be a key piece of the specifications required by the ALMRS/Modernization contractor.

The Prototype effort involves a wide variety of BLM users in development and testing, and is being conducted jointly by the Service Center, the New Mexico State Office, the ALMRS User Acceptance Team, and a third party contractor (Battelle Laboratories). New Mexico is providing data from a specific geographic area that is sufficiently diverse to test for the Prototype.

Module 1 of the Prototype involves testing data conversion, data integration, and data base design to produce reports of Land Availability for specified parcels of land. Land Availability reports answer questions like, "What are the U.S. rights?," "What use authorizations have been allowed?," "What restrictions exist?," and "What are the potential conflicts of new land and mineral applications?" To the public, these reports answer questions like, "What is the status of this piece of land?" and "Can I get a permit or lease, or pursue my interests on this land?" Module 1 will also demonstrate the partial automation of rights-of-way case processing occurring from receipt of application to grant issuance.

Automating Land Availability information can improve land and minerals case processing as well as establish an automated information processing function that can be applied to many other BLM business needs, such as environmental assessment, resource management planning, and other adjudicative processing.

The "tools" developed for rights-of-way are intended to be highly adaptable to other land and minerals case types as well. Automated case processing of other case types will occur as time, resources, and priorities permit.

Module 2 of the Prototype will include some graphical displays to depict information contained on the Master Title and Use Plats. A commercial software package for a Geographic Information System (GIS), coupled with a relational data base, should meet the Bureau's needs for graphical and alpha-numeric displays. The GIS also provides the potential for analyzing information that a relational data base could not easily generate. One example is assessing land use ownership and conflicts encountered within a 100-foot boundary along a right-of-way.

As you can see through the Prototype, ALMRS/Modernization is much more than a records system that captures BLM's historical records legacy. Automation permits the viewing of the past and the present, and provides tools to assess the future.

So, When Do We Get Our New Machines?

Most people understand that the ALMRS/Modernization Project is a complex and highly technical effort extending over several years. Still, most BLMer's questions are very down-to-earth — usually variations of, "When can I use the new system and what benefits will I get?"

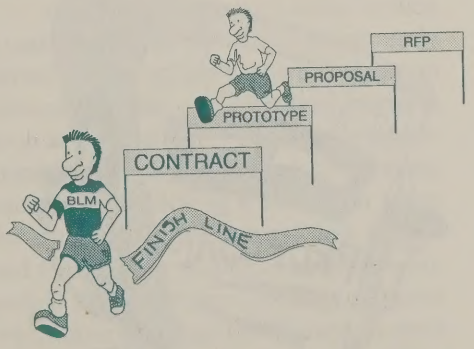
This is an excellent question. Unfortunately, no specific answers can be given now because we are in the midst of the procurement process.

Let's see how it all fits together...

Most people know that the ALMRS/Modernization Request for Proposals (RFP) has been released. Now what? Well, interested vendors are busily preparing their responses, which are due December 4, 1991.

What does it mean when a vendor responds to the RFP? The vendor is proposing to supply products and services within a timeframe specified in the RFP, at prices specified by that vendor's company. So, each proposal is like an offer for the Government to accept. (Sometimes a vendor is actually referred to as an "offeror.")

The proposals will be evaluated to make sure they meet all of the requirements in the RFP. The Government must be objective and fair to all vendors, which is why the evaluation process is considered "sensitive." During the evaluation process, various proposals will be excluded because they do not fully meet the requirements, they are more expensive than other proposals, or they do not meet the requirements as effectively as other proposals. Eventually there will be one proposal that has survived the evaluation.



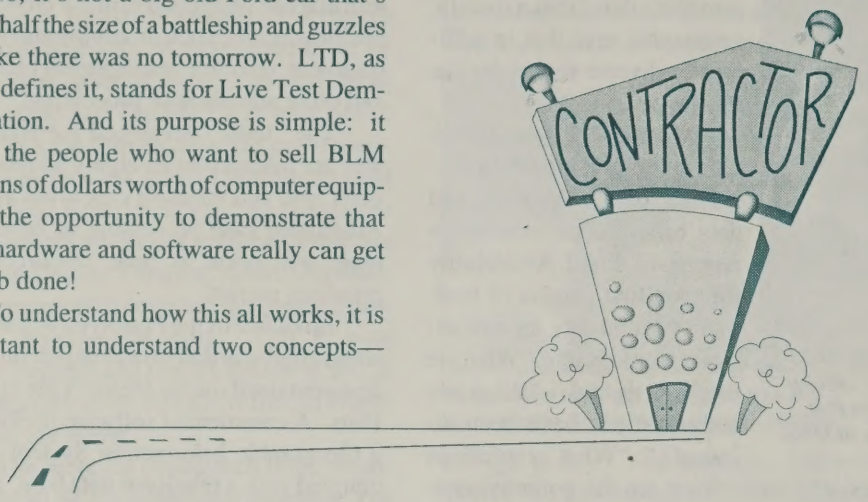
From the successful proposal, the Government will negotiate a contract between the Government and the vendor. This contract will be a legally binding document for both parties, and it will state exactly what is to be provided and at what cost.

So you might say that the only purpose of an RFP is to produce quality proposals from the vendors, and that the only purpose of a proposal is to produce a quality contract for the Government. In the end, the only document that matters is the final contract, and we are about a year or so away from that.

WHAT'S AN LTD ANYWAY?

No, it's not a big old Ford car that's about half the size of a battleship and guzzles gas like there was no tomorrow. LTD, as BLM defines it, stands for Live Test Demonstration. And its purpose is simple: it gives the people who want to sell BLM millions of dollars worth of computer equipment the opportunity to demonstrate that their hardware and software really can get the job done!

To understand how this all works, it is important to understand two concepts—

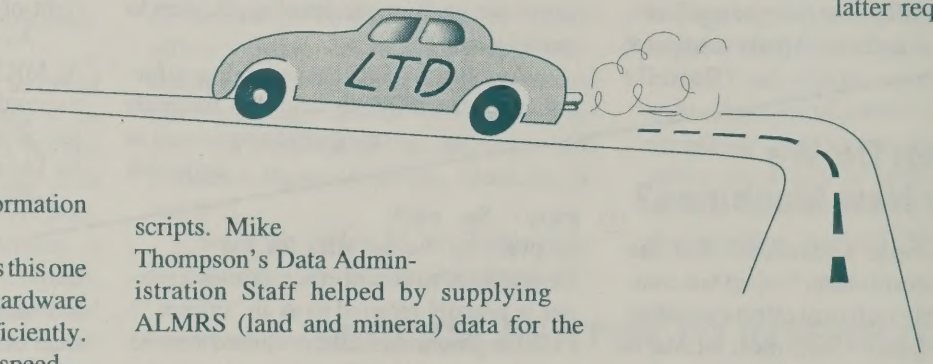


systems engineering and performance engineering. Systems engineering involves taking a bunch of hardware (computers) and software (programs) and making them run together, even though they may be from several different companies. Basically, all of the programs have to be able to talk to each other and share information while being run on the hardware.

Performance engineering takes this one step further by ensuring that the hardware and software can run together efficiently. Performance in this case refers to speed—can data be processed quickly? To ascertain this, the performance engineer designs and runs a stress test in which the automated system is given a difficult series of tasks to complete.

The above two skills—systems engineering and performance engineering—were used to design the LTD package, also referred to in the ALMRS/Modernization Project RFP as the Offeror Demonstration Package (ODP). The Hardware/Software Telecommunication Section Staff faced quite a challenge in putting the LTD together. The design for the series of tests, or functional demonstrations, had to force the vendors to prove that their products work. To ensure that all vendors received the same tests, the tests had to be very specific. Identical scripts had to be written, with identical sets of data for all vendors, in order to have a valid basis for comparison.

The LTD has involved the efforts of many people, including contract staff who helped to write some of the scripts. Mike Thompson's Data Administration Staff helped by supplying ALMRS (land and mineral) data for the test. Bob Ader's Interim LIS Staff helped with GIS (Geographic Information Systems) functional demonstrations. A contractor, Neal Nelson and Associates, designed the stress test script to check system performance (speed) under demanding conditions. And Jim Turner's Remote Sensing Staff assisted with the remote sensing functional demonstrations.

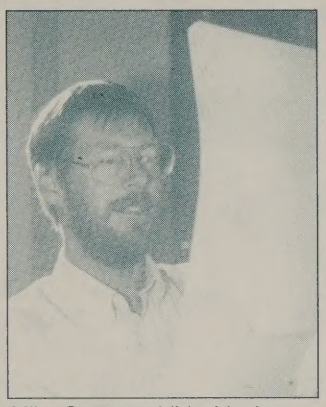


So when does all of this effort pay off? Hopefully, in the very near future. Proposals from the vendors for a total hardware and software package are due by December 4 of this year. First, their proposals will be evaluated on paper to see if they look good. Then the go-ahead will be given to actually assemble the computers and programs for the LTD. A BLM evaluation team will visit each vendor's site, observe the actual running of the test, and record their observations. Just to make things more interesting, the vendor will have to complete all LTD tasks within a set timeframe. This latter requirement will test not only technical capabilities, but management effectiveness and the ability to perform under pressure as well.

At the conclusion of the LTD, the Bureau will be as certain as it can be that the final vendor chosen can really deliver on its promises.

OF STATISTICS AND MOUNTAINS

There aren't all that many statisticians running around BLM (or anywhere else, for that matter). So when a person shows up with a master's degree in statistics, that individual is likely to become very popular very quickly. Such is the case with Mike Garratt of the Hardware/Software Telecommunication Staff.



Mike Garratt exhibits his data analysis skills.

Mike has been tapped by both the Service Center and the Washington Office to apply his knowledge of statistics to real-world problems. One instance involved an Inspector General report that estimated it could cost the Federal Government over $300 million to plug many of the 22,520 nonproducing oil and gas wells nationwide. Mike was asked to draw a sample of wells and do a statistical analysis to determine the Bureau's actual liability for plugging abandoned wells. He determined that the chances were 19 in 20 that the Bureau would face some liability in plugging between 106 and 582 wells, for a total cost of between $880,000 and $4,833,000. Even allowing for an additional $4 million to plug deserted or plugged-but-leaking wells, Mike's analysis almost certainly brought a huge sigh of relief from many concerned BLMers.

To help ensure data quality, Mike also developed the sampling plans for several major data collection contracts, such as Status, Legal Land Description (LLD), and Geographic Coordinate Data Base (GCDB). Periodic samples of the contractor's collected data must be checked 100 percent to ensure that reasonable quality standards are being met. If the standards are too low, the Bureau gets poor-quality data. However, if the standards are unrealistically high, the contractor may have to redo everything to meet those standards, and the Bureau could end up paying a lot of extra money.

In his most recent assignment, Mike was asked to study the Bureau's demographics, i.e., the age distribution of BLM employees. Congress had expressed concern over the huge increase in the hiring of "baby boomers" in the 1970's, followed by the drastic cutback in hiring in the 1980's as budgets tightened. Of greatest concern is what may occur in about 15 years as the baby boomers retire if no one is in a position to replace them. Mike conducted the demographic study by job series, using PAYPERS data from the Bureau of Reclamation. The Washington Office is currently producing a report based on Mike's statistical analysis.

Mike applies his love of numbers and research to his mountain climbing hobby as well, poring over maps in search of all the peaks over 12,000 feet in Colorado (many are unnamed and little noticed). Then he goes out and climbs these peaks—almost 1,600 of them so far! He was the first person known to have climbed all of Colorado's 13,000- and 14,000-foot peaks, which number some 700 plus. Now he is just 130 peaks away from climbing all of the 12,000-footers. And he skis to the top of many of these peaks!

Mike has also climbed peaks in Mexico, Ecuador, and Nepal. He admits to having a bit of a gypsy streak in him and is always driving or traveling around, looking for new country to explore or take a hike in. "I'm always looking for new horizons," observes Mike. And there will probably always be one more mountain to climb or one more challenge for Mike's statistics skills.

HELPING CANCER PATIENTS COPE

Most of us have known someone who has waged a battle with cancer. Whether the battle is lost or won, the struggle is never easy. It requires great stamina, perseverance, courage, and wisdom to make it through.

In September of 1982, Mike Garratt was diagnosed with testicular cancer, which required two major surgeries and a major course of chemotherapy. "It's a very scary thing," notes Mike. "You have to come to grips with your own mortality, there's lots of uncertainty, and there's no easy way out. . .the treatments are no picnic."

Mike did make it through okay. But what really made a difference for him was the help and encouragement he received from recovered testicular cancer patients as part of St. Joseph Hospital's Cancer Counseling and Education Program. Mike saw that he could fight his way through — that he could recover and lead a normal life again.

After he had recovered, Mike became a part of St. Joseph's program. He currently serves on the advisory board, helping to plan and coordinate activities and programs such as guest speakers and various discussion groups. Mike also spends one evening each week facilitating a discussion group for both cancer patients and their friends and family. The emphasis is on showing people how to perceive things a different way, acknowledging that the mental aspect is as important as the medical aspect. "You need to develop a positive attitude, learn to be a survivor, and make a personal commitment," observes Mike. "Some people who have been given only 1 or 2 years to live are doing well after 5 years." In addition, Mike does one-on-one visits as needed.

While many might see working with cancer patients as being very unpleasant and draining, Mike says that his work makes him feel energized. "I get a lot out of it because you feel really good about helping people," says Mike. "It gets down to real life-and-death issues, so it's very real. . .it keeps you in touch with a deeper level of reality."

Over 50 percent of all people diagnosed with cancer do survive. Many of these survivors can thank people like Mike who care enough to lend a helping hand.

Spreading Holiday Cheer

I wish to thank all of you for the beautiful Christmas presents and all of the wonderful groceries. Once again we would not have had Christmas without your generosity and love!

Stephanie, Sarah, & Judy Fling

We appreciate all of the hard work you go through to make our Christmas a memorable one. Our memories and photos are special ones.

Lena, Maurice, Jasmine, and Jerika Langford

Dear Santa,

Thank you for the presints. I hope you had a fun Christmas we did thanks to you and you'r elvs. Thank you

Amber Fitzgerald, 2nd grade

I would like to thank you all for all the gifts and food we received from you during Christmas. I can not find the words to express to you how much that meant to my family. You really made our Christmas!

Diana Fitzgerald

Again we thank you for all the lovely gifts and the gift certificates. Our shelves are well stocked again.

Clif & Roena Dilts

These words of appreciation go out to all the SC employees who participated in last year's Santa Project. Though not all of us can join in on the delivery of gifts, it is nice to be able to read these words and know that we have, in some small way, helped someone in our community.

Mr. & Mrs. Santa pay a visit to Freddie (left), Jennifer (8), and Kerry (12) Morris.

This year marks the tenth year of the SC Santa Project. Through the project, employees provide donations of groceries, clothing, money, and other necessities for senior citizens and families in the area, who, without our help, would probably not have much of a Christmas. SC employees should be proud that over the years the Santa Project has helped 186 people!

After last year's success, the SC will again be holding a silent auction to benefit the Santa Project. The auction takes place on December 11, 1991, from 9 a.m. to 3 p.m., in the Executive Conference Room in Building 50. Any donations, from handcrafted items, to gadgets, to white elephants, will gladly be accepted. Please bring your donations to the conference room by 8 a.m. on the day of the auction.

More information will soon be available about the families we will be helping this year. A list of their needs and wishes will be distributed to all SC employees. Donation boxes and money jars will be set up at various locations in Buildings 40 and 50, and at 390 Union. If you would like to help Santa and Mrs. Claus with the wrapping and/or delivering of gifts, please contact Lee Krebs, 969-6535.

PERSONNEL NEWS

New Employees:

Larrie E. Fay, Supply Clerk (OA), SC-657

Carolyn M. Forbes, Clerk Typist, SC-631

Tommy J. Kuka, Hydraulic Engineer, SC-212

Thomas T. Olsen, Geologist, SC-212

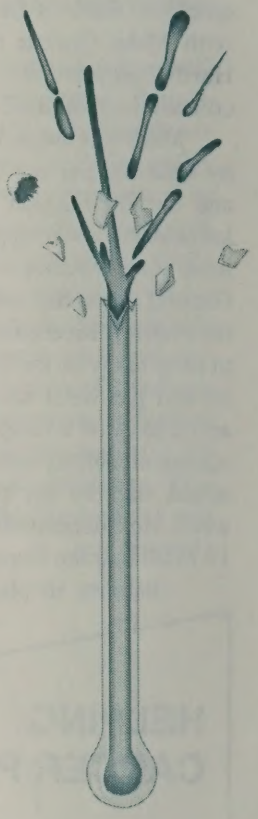
Joan M. Penzien, Library Technician, SC-653

Separations:

William P. Battle, Contract Specialist, SC-652

CFC: OVER THE TOP!

We made it! Service Center employees exceeded the $32,000 goal for this year's Combined Federal Campaign (CFC). Thanks to the hard work of many CFC workers and the generosity of numerous contributors, over $33,200 was raised.



A lot of effort went into this year's campaign. Paul Bodenberger and Phyllis Beierle, CFC Chair and Co-Chair respectively, organized the overall campaign and orchestrated the numerous activities. Lynn Jung, the Finance Chairperson, spent weekends totaling pledge cards and keeping track of our progress. Susan Mielke planned and organized the highly successful CFC Auction, which featured the auctioneering talents of Ray Boyd. Sandy Tokarczyk represented the Service Center on the CFC Fair Committee.

Many other individuals also helped out by serving as keyworkers in each division and staff, by helping behind the scenes for the auction and bake sale, and by handling publicity and photography duties for the campaign.

The CFC staff would like to extend special thanks to Marv LeNoue, Linda Colville, and the rest of the management team for their wholehearted support and enthusiastic participation. Perhaps next year we can once again enlist the talents of Marv and Linda as auctioneers!